

1000 COMMUNITY RELATIONS

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Mission of the WHPS

To inspire and prepare all students to realize their potential and enhance our global community.

Equity and Anti-Racism Vision

We, the members of the WHPS, dedicate ourselves to the pursuit of equity. Equitable schools are those that value and honor ALL in our community as unique individuals capable of maximizing their true potential. We make a solemn promise to identify and dismantle all elements of systemic racism and historical inequities. We vow to clear paths, with a relentless duty to those in traditionally marginalized groups. We pledge to partner with ALL families in the service of the success of each child. -- Adopted 2020

Every student in the West Hartford Public Schools (WHPS) has the right to access opportunities and educational programs or activities that cultivate their unique gifts, talents, and interests, regardless of race, color, religion, age, sex, sexual orientation, national origin, alienage, ancestry, disability, gender identity or expression, or any other basis protected by State or Federal law. Every student has the right to an authentic feeling of belonging and safety. We acknowledge that current and historical systems of racism, privilege, and oppression impede student progress. Therefore, it is our moral imperative and statutory charge to identify and eliminate barriers and inequitable practices that perpetuate disparities across student groups. As an anti-racist organization, it is our collective responsibility to ensure full, safe, and equitable participation for all students, in every area of our educational programs. As a Board of Education, we have a statutory duty to implement the State's educational interest, which includes the duty to reduce racial, ethnic, and economic isolation of our students. We strive to reach these goals in the following ways:

Budget and Resource Allocation

WHPS will strive to allocate resources and funds to meet the needs of all students, while directly targeting interventions and supports that address identified inequities and help maintain school cultures that support our mission to enhance our global community.

Recruitment and Retention

WHPS will utilize innovative approaches and strive to recruit and retain high qualified, certified staff across all areas and leadership levels who reflect the diversity of our community and share our commitment to antiracism and antibias. Deliberate investment strategies will be vital to recruit, support, and retain educators and support staff, especially those from underrepresented racial, ethnic, gender, and linguistic backgrounds.

High-Quality Curriculum, Instruction, and Opportunities *Academics, Co-Curricular, and Extracurricular/Enrichment*

WHPS will commission resources to ensure the narratives, lived experiences, and perspectives of students from a wide variety of backgrounds are reflected in the curriculum and provide an authentic voice to reflect diversity and inclusion. In order for under-represented students to access the full curriculum, including in the areas of arts and computer science education, students must see the value of these fields of study as central to society. Special care will be taken to ensure that students have ongoing opportunities to see their identities represented positively in the curriculum review teams will include educators from historically or traditionally marginalized groups.

Professional Development

WHPS will design professional learning, training, and support to foster understanding of human biases, as well as the historical and systemic root causes of inequity, and offer research-based means of intentionally countering trends of predictable disparity and disproportionality.

Family and Community Partnership Engagement, Balance/Representation

WHPS will create and maintain ongoing opportunities for communication among parent/ caregiver, school, and community partnerships that honor and celebrate the strengths and assets of diverse identities and experiences to support student wellness and success. A balanced representation of home/school partnerships will help inform, identify, and address challenges encountered.

Environment/Climate

WHPS will strive to ensure that students, staff, and families are valued, respected, and heard. We recognize the ongoing need for antibias education to support the healthy development of each of our students. Discrimination, bias, or harassment toward any individual or group will not be tolerated, and we commit to our work in this area. We will encourage all members of the school community to develop a feeling of individual ownership of this responsibility to ensure safe and nurturing learning environments.

Accountability Structures, Systems, and Data Analysis

WHPS, through a process of continuous quality improvement, will delineate structures, accountability systems, and metrics that enable the identification and analysis of inequities in access, opportunities, and outcomes for all students, and in particular those groups that have been traditionally and historically marginalized. WHPS will collect data using equity-conscious measures to support clear reporting on goals and outcomes.

Adopted: June 1, 2021

WEST HARTFORD PUBLIC SCHOOLS

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